Human Relations Education Training

190th Air Refueling Wing

Introduction

- Instructors
  - EO Office
  - Chaplain’s Office
  - Family Readiness
  - Human Resource Advisor
- Participants

Why Are You Here?

EO is a Readiness Issue:

America is a diverse nation.

Our recruiting base is diverse.

Our unit's population is diverse.

If we fail to to be fair and equitable in our treatment of everyone, then our recruitment and retention suffers, our mission suffers, and the nation suffers.

Why Are You Here?

- Our Commander wants you to be here.
- To support the Air Force Mission by enhancing Unit cohesion, specifically by participating in refresher EO training to support two Air Force requirements:
  - Reaffirm our commitment to Equal Opportunity.
  - Know our roles and responsibilities to ensure episodes of discrimination and sexual harassment do not go unchallenged.

Substance Abuse

- Why People Abuse: 3 Parts
  - Genetics/Chemistry
  - Environment
  - Experimentation

Other Abuses

- Alcohol
- Behavior Abuses
  - Gambling

Drug Testing
Substance Abuse Program

ANG Policy:

Illegal or improper use of drugs is a serious breach of discipline and is not compatible with service in the ANG.

DRUG TESTING

- Acts as a deterrent to drug use.
- Identifies illegal drug abusers.
- Provides means to discipline and/or discharge members using illegal substances.

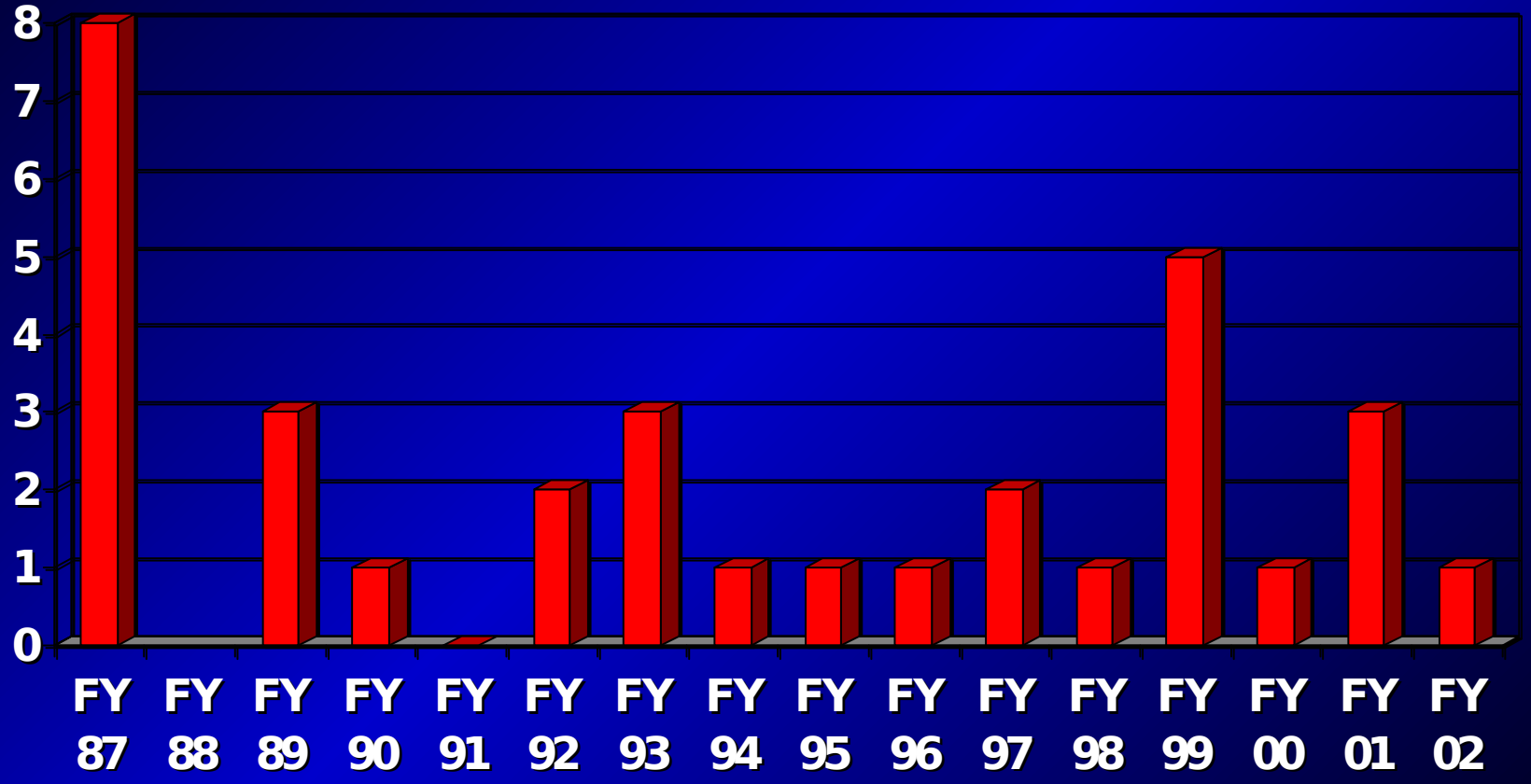
Drug Testing

- Random inspection testing is the primary test basis.
  - Current testing level = 30% of unit strength, annually.
  - Target goal of 35%.
- Other common reasons for test basis:
  - Command Directed
  - Probable Cause
  - Consent
  - Unit sweeps (inspection)

Drug testing
One Good Reason

- In the Mid 1980's when random testing became standard almost 30% of military members were showing as positive for drugs.
- Currently AF/ANG hovers at about .5%.
- Army/ARNG hovers about 1.9%

190th Air Refueling Wing Members Positive



* Data for FY ‘88 was not available.

190th ARW Illicit Drug Use (Some Recent Examples)

- Marijuana; SrA, Traditional
- Cocaine; Sr NCO, Technician, over 20 years service
- Cocaine; Commissioned Officer, Traditional, about 18 years service
- Marijuana; A1C, Traditional
- Methamphetamine; Sr NCO, Traditional, about 16 years service
- Methamphetamine & Marijuana; Sr NCO, Technician, over 20 years service

CONSEQUENCES OF SUBSTANCE ABUSE

- Impacts mission readiness.
- Jeopardizes personal safety & the safety of others.
- Damages physical health.
- Impairs judgement.
- Causes psychological injury.
- Compromises the organization’s security.

Local Drug Scene

- Sources: DEA, OSI, CID, KBI, AF Drug Testing, Kansas City, KS PD, Lawrence PD, Topeka PD, Riley Co. PD, Pottawatamie Co. Sheriff's Dept.

- What is the local drug scene in Northeast Kansas.

Basic Facts Kansas is…..

- a major producer of Methamphetamine. Shawnee County Leads Kansas in Methamphetamine lab busts. Annually Kansas is one of the top States for Methamphetamine lab busts

- a producer of other drugs as well. The World's largest LSD lab was busted in Wamego in 2001.

- a major transit route for drugs from East to West and from Mexico to points North. Nations largest Ketamine bust was by the Kansas Highway Patrol in July 2001.

Local Drug Scene Top 3

- Marijuana
- Crack Cocaine
- Methamphetamine

Marijuana

- Commonly used by all drug abuser groups.
- High Grade Pot has THC (the good stuff in pot) ratings of 14%. Low grade pot is often contaminated with other substances (PCP, LSD, Formaldihyde, Ketamine), often without the consumers knowledge.
- Excellent quality 1970's Pot had THC levels of 3-7%.
- Effects: Damage to learning processes and short term memory is very common.

Crack Cocaine

- Number One drug problem in the Kansas City area.
- Violence risk increasing as competition from Methamphetamine dealers moving in.
- Effects: Severe addiction, weight loss, psychosis with paranoia, hallucinations and severe aggression, brain damage, bleeding.

Methamphetamine

- High is similar to Crack Cocaine.
- Starting to make inroads into other demographics.
- Kansas production increasing.
- Effects: Severe addiction, weight loss, psychosis with paranoia, hallucinations and severe aggression, brain damage.

The Up and Coming Drug
Ecstasy

- Popular with young adults at Rave settings.
- Most common in the college campus areas and sometimes seen in KC.
- Some users do not take other drugs. In fact, Raves are often advertised alcohol-free.
- Effects: When being used extreme affectionate feelings, high rape risk, very high body temperature, heat stroke risk. After effects are massive depression hangover and destroyed brain neurotransmitters. Depression may last a lifetime.

Other Up & Coming Drugs: *GHB and Ketamine*

- Gamma Hydroxy Butyrate (GHB): Often used as a mellower with other drugs or as a rape drug
  - It is a very powerful nervous system depressant.
  - Often combined with Ecstasy at raves.
  - Loss of coordination & loss of inhibition; impaired judgment; memory loss.
  - Can cause anxiety, seizures, coma, and death.
- Ketamine: Like PCP but with hallucinations.
  - Often smoked or added to drinks.
  - Balancing act from a “good” high (K-Land) to severely unpleasant trip (K-Hole).
  - Can cause depression, delirium, amnesia, long term memory loss, seizures, and death.

Trends

- Illegal Drug production in Kansas is increasing while usage remains stable.
- For younger unit members, Marijuana and Ecstasy are the highest risks.
- For older members, Methamphetamine and Cocaine are the highest risks.

Alcohol

- No Underage Drinking (drinking rules may vary overseas).
- If you drink, drink responsibly (moderation).
- Drinking shall not impair the work performance.
- Drinking offenses (DUI, working intoxicated, alcohol-related incidents) can ruin a career.
- Limited rehabilitation opportunities in the Guard.

QUESTIONS?

Teamwork
Results in an effective and successful program
AIR NATIONAL GUARD